

Senate Study Bill 1159

SENATE/HOUSE FILE _____
BY (PROPOSED GOVERNOR'S BILL)

Passed Senate, Date _____ Passed House, Date _____
Vote: Ayes _____ Nays _____ Vote: Ayes _____ Nays _____
Approved _____

A BILL FOR

1 An Act relating to teacher and administrator quality, including
2 the student achievement and teacher quality program and a new
3 administrator quality program, and making appropriations.
4 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF IOWA:
5 TLSB 1612XL 81
6 kh/gg/14

PAG LIN

1 1 Section 1. Section 256.9, Code 2005, is amended by adding
1 2 the following new subsection:
1 3 NEW SUBSECTION. 53. Develop core knowledge and skill
1 4 criteria, based upon the Iowa standards for school leaders,
1 5 for mentoring and induction, evaluation, and administrator
1 6 career development purposes pursuant to chapter 284A. The
1 7 criteria shall further define the characteristics of quality
1 8 administrators as established by the Iowa standards for school
1 9 leaders established in section 284A.3.

1 10 Sec. 2. Section 272.9A, Code 2005, is amended by adding
1 11 the following new unnumbered paragraph:
1 12 NEW UNNUMBERED PARAGRAPH. The board shall include in its
1 13 administrator licensure renewal requirements, adopted pursuant
1 14 to section 272.2, subsection 1, an option under which
1 15 compliance with individual administrator career development
1 16 plans may constitute successful completion of a professional
1 17 development program.

1 18 Sec. 3. Section 284.1, unnumbered paragraph 1, Code 2005,
1 19 is amended to read as follows:

1 20 A student achievement and teacher quality program is
1 21 established to promote high student achievement. The program
1 22 shall consist of the following ~~four~~ five major elements:

1 23 Sec. 4. Section 284.1, subsection 3, Code 2005, is amended
1 24 to read as follows:

1 25 3. Professional development, including teacher development
1 26 academies, designed to directly support best teaching
1 27 practices.

1 28 Sec. 5. Section 284.1, Code 2005, is amended by adding the
1 29 following new subsection:

1 30 NEW SUBSECTION. 3A. Evaluation of teachers against the
1 31 Iowa teaching standards.

1 32 Sec. 6. Section 284.2, subsection 1, Code 2005, is amended
1 33 to read as follows:

1 34 1. "Beginning teacher" means an individual serving under
1 35 an initial or intern license, issued by the board of

2 1 educational examiners under chapter 272, ~~who is assuming a~~
2 2 ~~position as a classroom teacher.~~ For purposes of the

2 3 beginning teacher mentoring and induction program created
2 4 pursuant to section 284.5, "beginning teacher" also includes
2 5 preschool teachers who are licensed by the board of
2 6 educational examiners under chapter 272 and are employed by a
2 7 school district or area education agency.

2 8 Sec. 7. Section 284.2, subsection 2, Code 2005, is amended
2 9 by striking the subsection.

2 10 Sec. 8. Section 284.2, subsection 8, Code 2005, is amended
2 11 to read as follows:

2 12 8. "Mentor" means an individual employed by a school
2 13 district or area education agency as a ~~classroom~~ teacher or a
2 14 retired teacher who holds a valid license issued under chapter
2 15 272. The individual must have a record of four years of
2 16 successful teaching practice, must be employed on a
2 17 nonprobationary basis, and must demonstrate professional

2 18 commitment to both the improvement of teaching and learning
2 19 and the development of beginning teachers.
2 20 Sec. 9. Section 284.5, subsections 1 and 3, Code 2005, are
2 21 amended to read as follows:
2 22 1. A beginning teacher mentoring and induction program is
2 23 created to promote excellence in teaching, enhance student
2 24 achievement, build a supportive environment within school
2 25 districts and area education agencies, increase the retention
2 26 of promising beginning teachers, and promote the personal and
2 27 professional well-being of ~~classroom~~ teachers.
2 28 3. Each school district and area education agency shall
2 29 provide a beginning teacher mentoring and induction program
2 30 for all ~~classroom~~ teachers who are beginning teachers, and
2 31 notwithstanding section 284.4, subsection 1, a school district
2 32 and an area education agency shall be eligible to receive
2 33 moneys under section 284.13, subsection 1, paragraph "c", for
2 34 purposes of implementing a beginning teacher mentoring and
2 35 induction program in accordance with this section.
3 1 Sec. 10. Section 284.6, Code 2005, is amended by adding
3 2 the following new subsections:
3 3 NEW SUBSECTION. 7. The department shall establish teacher
3 4 development academies for the training of school-based teams
3 5 of teachers. Each academy shall include a multiday summer
3 6 institute and follow-up training and coaching during the
3 7 subsequent school year. Teachers attending an academy shall
3 8 receive stipends up to the equivalent of ten contract days for
3 9 activities offered outside of regular contract hours and
3 10 during the summer. The employer shall pay applicable costs of
3 11 the employer share of contributions to federal social security
3 12 and the Iowa public employees' retirement system or a pension
3 13 system and annuity system established under chapter 294.
3 14 School districts shall be reimbursed for team expenses
3 15 associated with attendance at an academy from moneys
3 16 appropriated to the department for this purpose. Area
3 17 education agency personnel may participate as members of the
3 18 school-based teams, but shall not be eligible for stipends or
3 19 reimbursement of expenses.
3 20 NEW SUBSECTION. 8. Teachers who successfully complete
3 21 teacher development academy training may apply to attend a
3 22 training program to become a teacher fellow candidate. The
3 23 department shall develop a method to identify applicants who
3 24 have completed all elements and expectations of teacher
3 25 development academy training. The department shall also
3 26 develop, with input from key stakeholders, a process for
3 27 selecting teacher fellow candidates and credentialing of
3 28 teacher fellows in accordance with section 284.7, subsection
3 29 1, paragraph "c". The process shall utilize a panel of
3 30 individuals who are recognized for their experience in
3 31 providing quality professional development and represent
3 32 various stakeholder groups within the educational community.
3 33 Sec. 11. Section 284.7, subsection 1, unnumbered paragraph
3 34 1, Code 2005, is amended to read as follows:
3 35 ~~Effective July 1, 2001, the~~ The following career path
4 1 levels are established and shall be implemented in accordance
4 2 with this chapter:
4 3 Sec. 12. Section 284.7, subsection 1, paragraph a,
4 4 subparagraph (1), subparagraph subdivisions (a) and (b), Code
4 5 2005, are amended to read as follows:
4 6 (a) Has successfully completed an approved practitioner
4 7 preparation program as defined in section 272.1 or holds an
4 8 intern teacher license issued by the board of educational
4 9 examiners under chapter 272.
4 10 (b) Holds an initial or intern teacher license issued by
4 11 the board of educational examiners.
4 12 Sec. 13. Section 284.7, subsection 1, Code 2005, is
4 13 amended by adding the following new paragraph:
4 14 NEW PARAGRAPH. c. TEACHER FELLOW.
4 15 (1) A teacher fellow is a teacher who meets the following
4 16 requirements:
4 17 (a) Holds a valid license issued by the board of
4 18 educational examiners for the area in which the teacher is
4 19 teaching.
4 20 (b) Participates in teacher career development as set
4 21 forth in this chapter.
4 22 (c) Demonstrates continuous improvement in teaching.
4 23 (d) Has successfully obtained a credential from a teacher
4 24 development academy or equivalent training as determined by
4 25 the department by rule.
4 26 (e) Has successfully completed at least four years of
4 27 consecutive classroom instruction.
4 28 (f) Has successfully demonstrated competency on the Iowa

4 29 teaching standards through a performance review.
4 30 (2) The participating district shall provide an annual
4 31 salary adjustment of five thousand dollars per year for the
4 32 five-year term of the teacher fellow credential. In order to
4 33 maintain the teacher fellow credential, the teacher fellow
4 34 shall annually serve as a trainer and shall participate in
4 35 annual follow-up activities consistent with the training
5 1 provided pursuant to section 284.6, subsection 7. A teacher
5 2 may renew the teacher fellow credential through a renewal
5 3 process determined by rule by the department.
5 4 Sec. 14. Section 284.7, subsection 2, Code 2005, is
5 5 amended by striking the subsection.
5 6 Sec. 15. Section 284.7, subsection 3, Code 2005, is
5 7 amended to read as follows:
5 8 3. A teacher shall be promoted one level at a time ~~and a~~
5 9 ~~A teacher promoted to the next career level shall remain at~~
5 10 ~~that level for at least one year~~ two years before requesting
5 11 promotion to the ~~next career~~ teacher fellow level.
5 12 Sec. 16. Section 284.8, subsection 3, Code 2005, is
5 13 amended to read as follows:
5 14 3. If a teacher is denied advancement to the ~~career II or~~
5 15 ~~advanced~~ teacher fellow level based upon a performance review,
5 16 the teacher may appeal the decision to an adjudicator under
5 17 the process established under section 279.17. However, the
5 18 decision of the adjudicator is final.
5 19 Sec. 17. Section 284.10, subsection 5, Code 2005, is
5 20 amended to read as follows:
5 21 5. By July 1, ~~2005~~ 2006, the director shall develop and
5 22 implement an evaluator training certification renewal program
5 23 for administrators and other practitioners who need to renew a
5 24 certificate issued pursuant to this section.
5 25 Sec. 18. Section 284.13, subsection 1, paragraph a, Code
5 26 2005, is amended by striking the paragraph.
5 27 Sec. 19. Section 284.13, subsection 1, paragraphs b
5 28 through d, Code 2005, are amended to read as follows:
5 29 b. For the fiscal year beginning July 1, ~~2004~~ 2005, and
5 30 ending June 30, ~~2005~~ 2006, to the department of education, the
5 31 amount of ~~one two~~ one million ~~one hundred thousand~~ dollars for the
5 32 issuance of national board certification awards in accordance
5 33 with section 256.44. From the moneys allocated to the
5 34 department pursuant to this paragraph, not more than two
5 35 hundred fifty thousand dollars shall be used to fund a support
6 1 program for national board certification applicants.
6 2 c. For the fiscal year beginning July 1, ~~2004~~ 2005, and
6 3 succeeding fiscal years, an amount up to ~~three four~~ five one million
6 4 hundred thousand dollars for first-year and second=
6 5 year beginning teachers, to the department of education for
6 6 distribution to school districts for purposes of the beginning
6 7 teacher mentoring and induction programs. A school district
6 8 shall receive one thousand three hundred dollars per beginning
6 9 teacher participating in the program. If the funds
6 10 appropriated for the program are insufficient to pay mentors
6 11 and school districts as provided in this paragraph, the
6 12 department shall prorate the amount distributed to school
6 13 districts based upon the amount appropriated. ~~Moneys Except~~
6 14 ~~as provided in section 284A.8, subsection 1, moneys received~~
6 15 ~~by a school district pursuant to this paragraph shall be~~
6 16 ~~expended to provide each mentor with an award of five hundred~~
6 17 ~~dollars per semester, at a minimum, for participation in the~~
6 18 ~~school district's beginning teacher mentoring and induction~~
6 19 ~~program; to implement the plan; and to pay any applicable~~
6 20 ~~costs of the employer's share of contributions to federal~~
6 21 ~~social security and the Iowa public employees' retirement~~
6 22 ~~system or a pension and annuity retirement system established~~
6 23 ~~under chapter 294, for such amounts paid by the district.~~
6 24 d. For the fiscal year beginning July 1, ~~2003~~ 2005, and
6 25 ending June 30, ~~2004~~ succeeding fiscal years, an amount up to
6 26 one million six hundred thousand dollars to the department of
6 27 education for purposes of ~~maintaining~~ the evaluator training
6 28 program and teacher career development programs. ~~A portion of~~
6 29 ~~the funds~~ Funds allocated to the department for purposes of
6 30 this paragraph may be used by the department for
6 31 administrative purposes. ~~Notwithstanding section 8.33, from~~
6 32 ~~the moneys allocated under this paragraph for the fiscal year~~
6 33 ~~beginning July 1, 2003, that remain unobligated or unexpended~~
6 34 ~~at the end of the fiscal year, three hundred thousand dollars~~
6 35 ~~shall not revert but shall remain available for expenditure to~~
7 1 ~~maintain the evaluator training program, and up to five~~
7 2 ~~hundred thousand dollars shall remain available to supplement~~
7 3 ~~moneys allocated pursuant to paragraph "f" of this subsection.~~
7 4 Sec. 20. Section 284.13, subsection 1, paragraph e, Code

7 5 2005, is amended by striking the paragraph and inserting in
7 6 lieu thereof the following:

7 7 e. For the fiscal year beginning July 1, 2005, and ending
7 8 June 30, 2006, up to one million nine hundred ninety-five
7 9 thousand dollars to the department of education for purposes
7 10 of implementing teacher development academies pursuant to
7 11 section 284.7. A portion of the funds allocated to the
7 12 department for purposes of this paragraph may be used by the
7 13 department for administrative purposes.

7 14 Sec. 21. Section 284.13, subsection 1, Code 2005, is
7 15 amended by adding the following new paragraph:

7 16 NEW PARAGRAPH. ee. For the fiscal year beginning July 1,
7 17 2005, and ending June 30, 2006, up to two million five hundred
7 18 five thousand dollars to the department of education for
7 19 distribution to school districts for purposes paying stipends
7 20 to teachers who are employed by the school district and
7 21 designated as teacher fellows pursuant to section 284.7. A
7 22 portion of the funds allocated to the department for purposes
7 23 of this paragraph may be used by the department for
7 24 administrative purposes.

7 25 Sec. 22. Section 284.13, subsection 1, paragraph g, Code
7 26 2005, is amended to read as follows:

7 27 g. From moneys available under paragraph "f", the
7 28 department shall allocate to area education agencies an amount
7 29 per ~~classroom~~ teacher employed by an area education agency
7 30 that is approximately equivalent to the average per teacher
7 31 amount allocated to the districts. The average per teacher
7 32 amount shall be calculated by dividing the total number of
7 33 ~~classroom~~ teachers employed by school districts and the
7 34 ~~classroom~~ teachers employed by area education agencies into
7 35 the total amount of moneys available under paragraph "f".

8 1 Sec. 23. Section 284.13, subsection 1, paragraph h, Code
8 2 2005, is amended to read as follows:

8 3 h. Notwithstanding section 8.33, any moneys remaining
8 4 unencumbered or unobligated from the moneys allocated for
8 5 purposes of ~~paragraph "b" or "c"~~ this subsection shall not
8 6 revert but shall remain available in the succeeding fiscal
8 7 year for expenditure for the purposes designated. The
8 8 provisions of section 8.39 shall not apply to the funds
8 9 appropriated pursuant to this subsection.

8 10 Sec. 24. Section 284.13, subsection 1, paragraph i, Code
8 11 2005, is amended by striking the paragraph.

8 12 Sec. 25. Section 284.13, subsection 1, Code 2005, is
8 13 amended by adding the following new paragraph:

8 14 NEW PARAGRAPH. j. Notwithstanding paragraph "f", the
8 15 department shall adjust the amount of funds distributed to a
8 16 school district in accordance with paragraph "f" based upon a
8 17 school district's unspent balance in its general fund and
8 18 expenditures from its general fund. Only unreserved and
8 19 undesignated funds shall be considered when calculating the
8 20 balance and the balance shall be calculated based on generally
8 21 accepted accounting principles as established by the
8 22 governmental accounting standards board. The balance in and
8 23 expenditures from the school district's general fund in the
8 24 second preceding fiscal year shall be used to determine
8 25 adjustment requirements. An adjustment is not necessary if
8 26 the unspent balance is fifteen percent or less of total
8 27 expenditures. The amount paid under paragraph "f" shall be
8 28 reduced by twenty-five percent if the school district's
8 29 unspent general fund balance exceeds fifteen percent of total
8 30 expenditures but is less than twenty-five percent of total
8 31 expenditures, and the amount shall be reduced by forty percent
8 32 if the unspent balance exceeds twenty-five percent of total
8 33 expenditures. The adjusted amount distributed to a school
8 34 district shall not be greater than the amount that exceeds
8 35 fifteen percent of the school district's unspent general fund
9 1 balance. Notwithstanding the reduction due to the
9 2 implementation of this paragraph, school districts shall
9 3 increase teacher salaries in accordance with this chapter
9 4 based upon the amount calculated pursuant to this chapter
9 5 without taking into consideration the adjustments made
9 6 pursuant to this paragraph.

9 7 Sec. 26. NEW SECTION. 284A.1 ADMINISTRATOR PERFORMANCE
9 8 AND CAREER DEVELOPMENT.

9 9 An administrator quality program is established to enhance
9 10 educator quality and advance high student achievement. The
9 11 program shall consist of the following three major elements:

9 12 1. Mentoring and induction programs that provide support
9 13 for administrators in accordance with section 284A.5.

9 14 2. Professional development designed to directly support
9 15 best practices for leadership.

9 16 3. Evaluation of administrators against the Iowa standards
9 17 for school leaders.

9 18 Sec. 27. NEW SECTION. 284A.2 DEFINITIONS.

9 19 As used in this chapter, unless the context otherwise
9 20 requires:

9 21 1. "Administrator" means an individual holding a
9 22 professional administrator license issued under chapter 272,
9 23 who is employed by a school district or area education agency
9 24 pursuant to a contract issued by a board of directors under
9 25 section 279.23. An administrator may be employed in both an
9 26 administrative and a nonadministrative position by a board of
9 27 directors and shall be considered a part-time administrator
9 28 for the portion of time that the individual is employed in an
9 29 administrative position.

9 30 2. "Department" means the department of education.

9 31 3. "Director" means the director of the department of
9 32 education.

9 33 4. "Mentor" means an individual employed by a school
9 34 district or area education agency as a school district
9 35 administrator or a retired administrator who holds a valid
10 1 license issued under chapter 272. The individual must have a
10 2 record of four years of successful administrative practice and
10 3 must demonstrate professional commitment to both the
10 4 improvement of teaching and learning and the development of
10 5 beginning teachers.

10 6 5. "New administrator" means an individual serving under a
10 7 professional administrator license, issued under chapter 272,
10 8 who is assuming a position as a school district administrator
10 9 for the first time.

10 10 6. "Performance review" means a summative evaluation of an
10 11 administrator and used to determine whether the
10 12 administrator's practice meets school district expectations
10 13 and the Iowa standards for school leaders.

10 14 7. "School board" means the board of directors of a school
10 15 district or a collaboration of boards of directors of school
10 16 districts.

10 17 8. "State board" means the state board of education.

10 18 Sec. 28. NEW SECTION. 284A.3 IOWA STANDARDS FOR SCHOOL
10 19 LEADERS.

10 20 1. For purposes of this chapter and for developing
10 21 evaluation criteria under section 279.23A, the Iowa standards
10 22 for school leaders describe a school administrator as an
10 23 educational leader who promotes the success of all students by
10 24 doing the following:

10 25 a. Facilitating the development, articulation,
10 26 implementation, and stewardship of a vision of learning that
10 27 is shared and supported by the school community.

10 28 b. Advocating, nurturing, and sustaining a school culture
10 29 and instructional program conducive to student learning and
10 30 staff professional development.

10 31 c. Ensuring management of the school organization,
10 32 operations, and resources in order to provide a safe,
10 33 efficient, and effective learning environment.

10 34 d. Collaborating with families and community members,
10 35 responding to diverse community interests and needs, and
11 1 mobilizing community resources.

11 2 e. Acting with integrity, fairness, and in an ethical
11 3 manner.

11 4 f. Understanding, responding to, and influencing the
11 5 larger political, social, economic, legal, and cultural
11 6 context.

11 7 g. Fulfilling professional responsibilities established by
11 8 the school district.

11 9 2. By July 1, 2006, each school board shall conduct, for
11 10 purposes of performance reviews for administrators,
11 11 evaluations that assess administrators, at a minimum, against
11 12 the Iowa standards for school leaders and the criteria for the
11 13 standards developed by the department in accordance with
11 14 section 256.9, subsection 53. A local school board may
11 15 establish additional administrator standards and criteria. A
11 16 local school board and its administrators may negotiate
11 17 evaluation and grievance procedures for the administrators
11 18 that are not in conflict with this chapter.

11 19 Sec. 29. NEW SECTION. 284A.4 PARTICIPATION.

11 20 1. A school district shall do all of the following:

11 21 a. Participate in an administrator mentoring and induction
11 22 program as provided in this chapter.

11 23 b. Adopt individual administrator career development plans
11 24 in accordance with this chapter.

11 25 c. Adopt an administrator evaluation plan that, at a
11 26 minimum, requires an annual performance review of

11 27 administrators in the school district based upon the Iowa
11 28 standards for school leaders and individual administrator
11 29 career development plans.
11 30 2. Effective July 1, 2005, each school district shall
11 31 participate in the administrator quality program.
11 32 Sec. 30. NEW SECTION. 284A.5 NEW ADMINISTRATOR MENTORING
11 33 AND INDUCTION PROGRAM.
11 34 1. A new administrator mentoring and induction program is
11 35 created to promote excellence in school leadership, improve
12 1 classroom instruction, enhance student achievement, build a
12 2 supportive environment within school districts, increase the
12 3 retention of promising school leaders, and promote the
12 4 personal and professional well-being of administrators.
12 5 2. The state board shall adopt rules to administer this
12 6 section.
12 7 3. The department, in collaboration with other educational
12 8 partners, shall provide a new administrator mentoring and
12 9 induction program for all new administrators.
12 10 4. The new administrator mentoring and induction program
12 11 shall, at a minimum, require one year of programming to
12 12 support the Iowa standards for school leaders and new
12 13 administrators' professional and personal needs, describe the
12 14 mentor selection process, describe supports for new
12 15 administrators, describe program organizational and
12 16 collaborative structures, provide a budget, provide for
12 17 sustainability of the program, and provide for program
12 18 evaluation.
12 19 5. A new administrator shall be informed by the school
12 20 district or the area education agency, prior to the new
12 21 administrator's participation in a mentoring and induction
12 22 program, of the criteria upon which the administrator shall be
12 23 evaluated and of the evaluation process utilized by the school
12 24 district or area education agency.
12 25 Sec. 31. NEW SECTION. 284A.6 ADMINISTRATOR CAREER
12 26 DEVELOPMENT.
12 27 1. Each school district shall provide professional growth
12 28 programming for individuals employed in administrative
12 29 positions at the school district by the school district or
12 30 area education agency as deemed appropriate by the board of
12 31 directors of the school district or the area education agency
12 32 employing the administrator. School districts may collaborate
12 33 with other educational stakeholders including other school
12 34 districts, area education agencies, professional
12 35 organizations, higher education institutions, and private
13 1 providers, in the provision of professional development for
13 2 school district administrators. Professional development
13 3 programming for school district administrators may include
13 4 supports that meet the career development needs of individual
13 5 administrators aligned to the Iowa standards for school
13 6 leaders and individual administrator career development plans.
13 7 2. An administrator employed in a school district
13 8 administrative position by a school district or area education
13 9 agency, in cooperation with the administrator's evaluator,
13 10 shall develop an individual administrator career development
13 11 plan. The purpose of the plan is to promote individual and
13 12 group career development. The individual plan shall be based,
13 13 at a minimum, on the needs of the administrator, the Iowa
13 14 standards for school leaders, and the student achievement
13 15 goals of the attendance center and the school district as
13 16 outlined in the comprehensive school improvement plan.
13 17 3. The administrator's evaluator shall annually meet with
13 18 the administrator to review the administrator's progress in
13 19 meeting career development goals in the plan and to review
13 20 collaborative work with other staff on student achievement
13 21 goals and to modify as necessary the administrator's
13 22 individual plan to reflect the individual administrator's and
13 23 the school district's needs and the individual's progress in
13 24 meeting the goals in the plan. The administrator shall
13 25 present to the evaluator evidence of progress. The
13 26 administrator's supervisor and the evaluator shall review,
13 27 modify, accept, or reject modifications made to the
13 28 administrator's individual plan.
13 29 Sec. 32. NEW SECTION. 284A.7 PERFORMANCE REVIEW
13 30 REQUIREMENTS FOR ADMINISTRATORS.
13 31 A school district shall review an administrator's
13 32 performance annually for purposes of assisting the
13 33 administrator in making continuous improvement, documenting
13 34 continued competence in the Iowa standards for school leaders,
13 35 or to determine whether the administrator's practice meets
14 1 school district expectations. The performance review shall
14 2 include, at a minimum, an assessment of the administrator's

14 3 progress toward meeting the Iowa standards for school leaders
14 4 and the implementation of the administrator's individual
14 5 career development plan, including supporting documentation or
14 6 materials aligned to the Iowa standards for school leaders and
14 7 the administrator's individual career development plan.

14 8 Sec. 33. NEW SECTION. 284A.8 STATE PROGRAM

14 9 APPROPRIATION.

14 10 1. There is appropriated from the general fund of the
14 11 state to the department of education for the fiscal year
14 12 beginning July 1, 2005, and each succeeding fiscal year, the
14 13 sum of two hundred forty-five thousand dollars for purposes of
14 14 the new administrator mentoring and induction program. From
14 15 the funds appropriated, the department shall allocate to each
14 16 school district one thousand five hundred dollars per new
14 17 administrator participating in the new administrator mentoring
14 18 and induction program. If the funds appropriated for the
14 19 program are insufficient to pay school districts as provided
14 20 in this subsection, the department shall prorate the amount
14 21 distributed to school districts based upon the amount
14 22 appropriated. Moneys received by a school district pursuant
14 23 to this subsection shall be expended to implement the new
14 24 administrator mentoring program.

14 25 2. Notwithstanding section 8.33, any moneys remaining
14 26 unobligated or unexpended from the moneys appropriated under
14 27 subsection 1 shall not revert, but shall remain available in
14 28 the succeeding fiscal year for expenditure for the purposes
14 29 designated. The provisions of section 8.39 shall not apply to
14 30 the funds appropriated pursuant to this section.

14 31 Sec. 34. Section 284.9, Code 2005, is repealed.

14 32 Sec. 35. STATE MANDATE FUNDING SPECIFIED. In accordance
14 33 with section 25B.2, subsection 3, the state cost of requiring
14 34 compliance with any state mandate included in this Act shall
14 35 be paid by a school district from state school foundation aid
15 1 received by the school district under section 257.16 and
15 2 moneys appropriated in this Act. This specification of the
15 3 payment of the state cost shall be deemed to meet all the
15 4 state funding-related requirements of section 25B.2,
15 5 subsection 3, and no additional state funding shall be
15 6 necessary for the full implementation of this Act by and
15 7 enforcement of this Act against all affected school districts.

15 8 EXPLANATION

15 9 This bill makes changes to the student achievement and
15 10 teacher quality program, establishes an administrator quality
15 11 program, sets forth Iowa standards for school leaders, and
15 12 provides for an annual appropriation of \$245,000 to the
15 13 department of education for implementation of a new
15 14 administrator mentoring and induction program.

15 15 The bill adds new elements to the student achievement and
15 16 teacher quality program, including teacher development
15 17 programs and evaluation of teachers against the Iowa teaching
15 18 standards.

15 19 TEACHER DEVELOPMENT ACADEMIES AND TEACHER FELLOWS. The
15 20 bill directs the department of education to establish teacher
15 21 development academies, including a multiday summer institute
15 22 and follow-up training and coaching during the school year,
15 23 for school-based teams of teachers. Teachers attending the
15 24 academy shall receive stipends equivalent to up to 10 contract
15 25 days. School districts shall be reimbursed for team expenses.
15 26 Area education agency personnel may participate but shall not
15 27 be eligible for stipends or reimbursement of expenses.
15 28 Teachers who successfully complete academy training may apply
15 29 for a training program to become a teacher fellow.

15 30 School districts participating in the program must pay an
15 31 additional \$5,000 annually to a teacher who qualifies for the
15 32 five-year renewable term of the teacher fellow. In order to
15 33 maintain the teacher fellow credential, the teacher fellow
15 34 shall annually serve as a trainer.

15 35 TEACHER ACHIEVEMENT LEVELS AND REFERENCES ELIMINATED. The
16 1 bill strikes references to "classroom teacher", "career II
16 2 teacher", and "advanced teacher" from the chapter establishing
16 3 the student achievement and teacher quality program, and
16 4 repeals the Code section that provides for a review panel for
16 5 career II teachers seeking advancement to the advanced teacher
16 6 level. The bill eliminates expired appropriation language
16 7 that refers to the pilot program for team-based variable pay.

16 8 IOWA TEACHER CAREER PATH. The bill expands the Iowa
16 9 teacher career path to include beginning teachers who hold an
16 10 intern teacher license. The bill also delays until July 1,
16 11 2006, a requirement that the director of the department of
16 12 education develop and implement an evaluator training
16 13 certification renewal program.

16 14 STUDENT ACHIEVEMENT AND TEACHER QUALITY PROGRAM

16 15 APPROPRIATIONS. The bill makes appropriations and allocations

16 16 to the department of education to continue providing funding

16 17 to school districts and area education agencies for salaries

16 18 and career development purposes, to continue funding national

16 19 board certification awards, to fund a support program for

16 20 national board certification applicants, to continue funding

16 21 beginning teacher mentoring and induction programs, to

16 22 continue funding evaluator training, to fund teacher career

16 23 development programs, and to establish teacher development

16 24 academies and pay stipends to teacher fellows.

16 25 ALLOCATION ADJUSTMENT FORMULA. The bill also provides a

16 26 new formula, based on the school district's unspent balance in

16 27 its general fund and the expenditures in its general fund, for

16 28 adjusting the funds a school district receives for salaries

16 29 and career development.

16 30 ADMINISTRATOR QUALITY PROGRAM. The administrator quality

16 31 program established by the bill is designed to function much

16 32 like the teacher quality, career development, and evaluation

16 33 provisions of the student achievement and teacher quality

16 34 program. The program consists of three components: mentoring

16 35 and induction programs, professional development designed to

17 1 directly support best practices for leadership, and evaluation

17 2 of administrators against the Iowa standards for school

17 3 leaders.

17 4 The bill also sets forth the Iowa standards for school

17 5 leaders and directs the state board of education to develop

17 6 core knowledge and skill criteria, based upon the standards,

17 7 for mentoring and induction, evaluation, and administrator

17 8 career development purposes.

17 9 The bill requires each school board to, by July 1, 2006,

17 10 conduct annual evaluations that assess administrators, at a

17 11 minimum, against the Iowa standards for school leaders and the

17 12 criteria for the standards developed by the department. A

17 13 local school board and its administrators may negotiate

17 14 additional evaluation and grievance procedures. The bill also

17 15 requires school districts to implement an administrator

17 16 mentoring and induction program, adopt individual career

17 17 development plans for administrators, and adopt an

17 18 administrator evaluation plan that requires an annual

17 19 performance review of administrators.

17 20 NEW ADMINISTRATOR MENTORING AND INDUCTION. The department

17 21 of education is directed to provide a new administrator

17 22 mentoring and induction program for all new administrators.

17 23 The program shall, at a minimum, provide for one year of

17 24 programming.

17 25 Each school district must provide for the professional

17 26 growth programming for individuals employed in an

17 27 administrative position at the school district.

17 28 Each school district administrator must develop an

17 29 individual career development plan. The administrator's

17 30 evaluator shall annually meet with the administrator to review

17 31 progress in meeting the goals in the administrator's

17 32 individual plan.

17 33 A school district shall review an administrator's

17 34 performance annually for purposes of assisting the

17 35 administrator in making continuous improvement, documenting

18 1 continued competence in the Iowa standards for school leaders,

18 2 or to determine whether the administrator's practice meets

18 3 school district expectations.

18 4 The bill directs the board of educational examiners to

18 5 include in its administrator licensure renewal requirements an

18 6 option that allows credit for administrators' individual

18 7 career development plans.

18 8 ADMINISTRATOR QUALITY PROGRAM APPROPRIATIONS. The bill

18 9 appropriates \$245,000 to the department of education for

18 10 purposes of the new administrator mentoring and induction

18 11 program, and allocates to each school district \$1,500 per new

18 12 administrator participating in the program.

18 13 The bill may include a state mandate as defined in Code

18 14 section 25B.3. The bill requires that the state cost of any

18 15 state mandate included in the bill be paid by a school

18 16 district from state school foundation aid received by the

18 17 school district under Code section 257.16 and moneys

18 18 appropriated in the bill. The specification is deemed to

18 19 constitute state compliance with any state mandate funding=

18 20 related requirements of Code section 25B.2. The inclusion of

18 21 this specification is intended to reinstate the requirement of

18 22 political subdivisions to comply with any state mandates

18 23 included in the bill.

18 24 LSB 1612XL 81

